R J Reynolds
Tobacco Company

Mark Young
New York Metro

February 12, 1997

To: Dave Wilmesher

Subject: Direct Report Ranking / 1996
(actual ratings with all evaluations now completed)

Dear Dave,

As outlined in the salary administration guidelines, listed below is a recap by position and the ranking of the managers in the NY Metro Region:

Position	Rank	Evaluation	Name
Region Business Manager	1.	FM	Mike McHugh
Region Operations Mgr.	1.	EE	Rory O'Rourke
Division Managers	1.	EE	Tony Addessi
	2.	FM	Steve Grossberg
	3.	FM	Marshall Richards
	4.	FM	Greg Mitchell
	5.	FM	Mark Gambardella (new DM)
	6.	FM	Greg Brown (new DM)
	7.	FM	Lee Maney
Key Account Managers	1.	FM	George Moulton
	2.	FM	Nick Kuruc
Entry Level Managers	1.	EE (TD)	Jim Guaneri
	2.	FM (AM)	Lanny Wolfe
	3.	FM (AM)	Frank Perez
	4.	FM (AM)	Art Groll
	5.	FM (RM)	John Klien
	6.	FM (RM)	Dave Figueroa (new RM)
	7.	FM (RM)	Louann Alese (new RM)
	8.	FM (RM)	John Feltman
	9.	FM (AM)	Audrey Evanchik
	10.	FM (AM)	Jim Mallardi
Administrative Assistant	1.	EE	Alice Scully

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Dave if you have any questions, please give me a call.

Sincerely,
Mark Young

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